



EFFECTIVE TEACHERS AND LEADERS UNIT
EQUITABLE DISTRIBUTION OF HIGHLY
QUALIFIED, EFFECTIVE
TEACHERS AND LEADERS

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ARIZONA



Department of Education

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EQUITABLE DISTRIBUTION OF HIGHLY QUALIFIED, EFFECTIVE TEACHERS AND PRINCIPALS

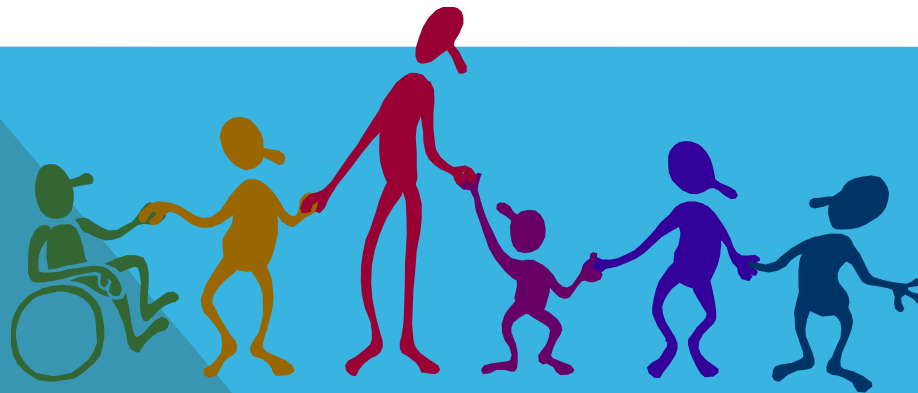
What does this goal mean?

Goal #2: By 2013, provide all students with access to effective teachers and principals through equitable distribution and high quality professional learning opportunities in order to close the achievement gaps.

*** Equitable distribution is the strategic placement of teachers in order to ensure that poor or minority children are not taught by inexperienced, unqualified, or out-of-field teachers at higher rates than are other children. This idea is also extended to principals to ensure an equitable distribution of effective leaders.***

Strategy:

The LEA systematically monitors the assignment of teachers/principals (based on student achievement and demographics) and ensures that all core academic subjects are taught by highly qualified, effective teachers and principals. Please keep in mind that analysis of equitable distribution might occur between/within schools, grade levels or content areas and is possible even within a single site LEA.



EQUITABLE DISTRIBUTION OF HIGHLY QUALIFIED, EFFECTIVE TEACHERS AND PRINCIPALS

Resources used to assist in completing the LEA Comprehensive Needs Assessment:

- Utilize the Certification Credentials Report – lists all of the approved areas, endorsements and exams for each teacher and principal in order to fill the high needs areas identified in your LEA.
- School Fast Facts document – Lists the pertinent information about principals, teachers, AIMS data, student population per school site, content competency (HQ) Criterion for Core Academic Positions, and other data of your choice.
- Standards Assessment Inventory (SAI) – Leadership Standard – Assess staff perception of the level of implementation in their school of the NSDC Professional Development Standards (Learning Forward)
- Teacher and Principal Evaluations – may be cross-referenced to correlate with teacher effectiveness.



CERTIFICATION CREDENTIALS REPORT

In the HQT application there is a new report available to see what credentials all of the teachers in your LEA hold.

The report shows all of the teaching certificates, endorsements, approved areas and exams for each teacher.

The report can be exported into a excel document to be able to sort by the specific teaching position needs throughout the LEA ; such as, math, MG General Science, or Reading Specialist, etc.

This report can be utilized by the Human Resource staff or principals.

*Sample in folder.



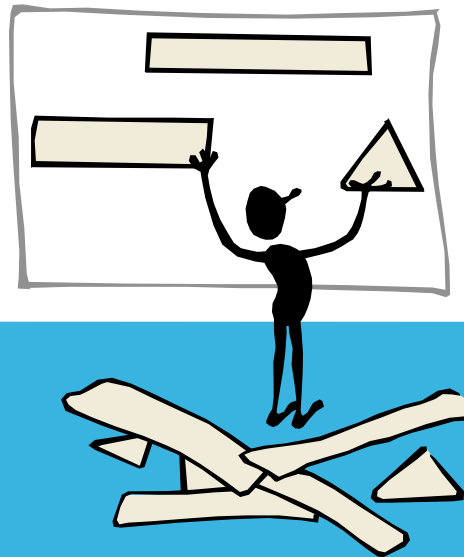
SCHOOL FAST FACTS

This document can be used to collect LEA/school data for principal, students and teachers to assist in the development of the comprehensive needs assessment with specific focus areas.

The categories can be determined by the LEA/school.

Comparisons can be made year to year to correlate information and the impact on student achievement and teacher/principal professional development needs.

*Sample in folder



STANDARDS ASSESSMENT INVENTORY (SAI) LEADERSHIP STANDARD

- Enhance data-based planning by your school and district
- Assess staff perceptions
- Gain insight on conditions that support professional learning
- Acquaint educators with the Learning Forward/ADE Standards for Professional Learning
- Anonymous, web-based survey takes 15-20 minutes
- Results automatically calculated and presented graphically

For additional information about this **'FREE SERVICE'** to the LEAS, go to the website below or call Harold Frederick 602-542-5391 Harold.Frederick@azed.gov

<http://www.azed.gov/pdcapacitybuilding/professional-development-leadership-academy/capacitybuilding/standardsassessmentinventory/>



TEACHER AND PRINCIPAL EVALUATIONS

On April 25, 2011, the State Board of Education (SBE) unanimously passed the proposed Arizona Framework for Measuring Educator Effectiveness. This action resulted from the passage of SB 1040 that directed the SBE to adopt and maintain a model framework for teacher and principal evaluation that includes quantitative data on student academic progress.

ADE will continue to update the page on the link below in order to provide the most current information and resources to assist all Local Education Agencies (LEA) with the [successful implementation of the framework in the 2012-2013 school year](#).

<http://www.azed.gov/teacherprincipal-evaluation/>

Tel: (602) 364-1842

Fax: (602) 542-5010

Email: educatorevaluation@azed.gov



TITLE II REMINDERS

Federal guidelines require that teachers must be highly qualified on date of hire or point of transfer. Corrective action plans are no longer an option from the AZ Dept. of Education.

Refer to the “Teacher Attestation” forms as a guide to determine a teacher’s highly qualified status and acceptable supporting documentation. (EX.Comparable out of state exams, HOUSSE Rubrics with supporting documentation, or official transcripts).

Tutorials are online for: 7 & 8 grade Transcript Review, 9-12th grade Transcript Review

<http://www.azed.gov/highly-qualified-professionals/etl-tutorials/>

Always verify 24 semester hours for the content area a teacher is teaching even if an approved area is listed on a teaching certificate.

In the HQT Application system, approved areas are not tied to a certificate, due to system configuration. Remember an approved area **is not** a means by which to be considered highly qualified.

***Approved content areas shall be listed on teaching certificate in order to be appropriately certified.**

NOTE:

Reciprocal teaching certificates are issued with a **one year waiver** in order for applicants to meet certification deficiencies which includes passing the subject knowledge exam. **Highly Qualified** requirement **does not** have a one year waiver, teachers **must** be highly qualified on **date of hire**. ***Be sure to put copy of state exam passing score report in teachers’ files.**



TITLE II REMINDERS

Verify out of state exams with the approved list in certification and make sure you have a copy of the passing score report in the teacher's files.

HQT Application system is not self-correcting the issues that IT support has corrected so please go back into the system and update the Teaching Position box.

The HQT Application reflects the current staffing in the LEA/school and should be updated throughout the year as needed. **DO NOT DELETE TEACHERS WHO HAVE BEEN IN THE DISTRICT FOR 4 OR MORE WEEKS UNTIL THE NEXT SCHOOL YEAR.**

Substitutes are also part of the HQT application and have their own pages with teaching positions added as they start new ones.

Recruitment and retention stipends can be used to attract or keep highly qualified, effective teachers.

Certification is a state requirement and **Highly Qualified status** is a federal requirement.

AEPA and NES exams will be called Arizona Exams. AEPA exams will always remain valid.



TRANSCRIPT REVIEW UPDATE

UPDATE!



Effective 3/26/2013:

UPDATE!



- You may count up to 4 semester hours of credit with a prefix outside the content area as long as the documentation provided clearly illustrates that the majority of the course content focused on the content area (ei. Course description)
- Some prefix examples are:
 - English - Composition (COMP), Linguistics (LING), or Literature (LIT);
 - Math - Statistics (STP); Engineering Analysis (ME)
 - Biology - Botany (BOT),
 - Plant Biology (PLB),
 - Microrganism (MIC).
- A course description will need to be supplied by the teacher to the LEA.
- LEA will need to be able to provide sufficient documentation and justification as to why that coursework was acceptable if monitored by the Arizona Department of Education.



SAMPLE OF A DIFFERENT PREFIX COURSE DESCRIPTION FOR MATHEMATICS

- “ME 500a – Advanced Engineering Analysis (3-3): Vector calculus, linear algebra; ordinary differential equations, calculus of vorticions.
- Prereq. undergraduate mathematics equivalent to ME 301: Complex variables, partial differential equations, eigen function expansions and transform methods. 4 credit hours”



CHECK FOR 24 SEMESTER HOURS EVEN IF THERE IS AN APPROVED AREA LISTED ON THE TEACHING CERTIFICATE

FINGERPRINT CLEARANCE CARD

Card Number: 2A01154555

Status: Valid

Expiration Date: 09/21/2018

AEPA EXAMS PASSED

Date Passed - Exam Description

09/21/2002 - Social Studies (03)

CERTIFICATIONS

	Effective Date	Expiration Date
Valid Certificate(s):		
Substitute	07/30/2008	12/14/2014
Substitute	07/30/2008	12/14/2014
Provisional Secondary Education, 7-12	09/06/2011	09/06/2014
Approved Area(s):		
General Science		
Social Studies		
Endorsement(s):		
Middle Grade 5 - 9		
Provisional Structured English Immersion (SEI) K - 12	09/06/2011	09/06/2014
Provisional Structured English Immersion, K-12	09/06/2011	09/06/2014
Expired Certification Credentials:		
Expired Certificate(s):		
Temporary Secondary, 7-12	07/02/1993	07/01/2001
Emergency Teaching Secondary Education Biology	08/16/2003	07/01/2004
Emergency Teaching Secondary Education Biology	08/13/2004	07/01/2005
Emergency Teaching Secondary Education Biology	08/19/2006	07/01/2007
Emergency Teaching Secondary Education General Science	08/14/2007	07/01/2008
Emergency Teaching Secondary Education General Science	02/18/2009	07/01/2009
Emergency Teaching Secondary Education Biology	01/13/2003	07/01/2003
Substitute	09/03/1991	07/01/1997

ADOE COMMENTS

02/18/2009 KORNELA ISSUED 'Social Studies' APPROVAL >
 02/18/2009 KORNELA ISSUED CERT ***Emergency Teaching' (Globe Unified District) >
 02/18/2009 KORNELA ISSUED 'General Science' APPROVAL >
 08/13/2004 KORNELA ISSUED 'Biology' APPROVAL >
 08/13/2004 KORNELA ISSUED CERT 'Emergency Teaching' (San Carlos Unified District) >
 08/15/2005 KMARTIN SRVC TRK/RECEIVED RECEIPT FOR Emergency Teaching Certificate > 08/15/2005 KMARTIN SRVC TRK/RECEIVED RECEIPT FOR Evaluation



SUBSTITUTES ON HQT APPLICATION

BIG shifts for substitute information:

- Status information is now entered in the 'Teaching Position' box.
- After 4 consecutive weeks all substitutes must be entered into the system.
- Enter the start date (with students) and the end date (with students) in the 'Teaching Position' box.
- Substitutes are not longer tied to the teachers they are replacing.
- A substitute may have multiple positions through the year, **do not delete them**.
- The system is meant to be a real time reflection of the current status of all your staff.
- There is a 120 day limitation for all substitutes in long term positions or substitutes in vacant positions working with a substitute certificate.
- **PLEASE DO NOT DELETE THEM!!**



Substitute page in the HQT Application system.

TEACHER CREDENTIALS

Certificates	AEPA Exams Passed	Approved Areas	Endorsements
Substitute	▲ Elementary Education (01) Professional Knowledge - Elementary (91)	▲	▲

TEACHING POSITION INFORMATION

+ Add New Teaching Position											Refresh	
Edit	Delete	Core Teacher	Teaching Position Description	T O R	Content Area	Grades Taught	Periods Taught	Criteria	Valid Certificate	Comments	Complete	LOA/FMLA Teacher
		Y	Elementary Content Areas	Y	Elementary Education	1 2	5	Not Highly Qualified	N	Substitute in vacant position	Y	N/A
		Y	Music	Y	Music	KG 1 2 3	3	Not Highly Qualified	N	Sub filling LOA Position	Y	N/A
		Y	Sped Cross Categorical	N	(Not Applicable)	3 4 5	5	Not Highly Qualified	N	Sub filling FMLA position	Y	N/A
+ Add New Teaching Position											Refresh	



ARIZONA EDUCATOR EXAMS (AEPA/NES)

UPDATE!

UPDATE

UPDATE!

- Arizona adopted several NES (National Evaluation Series) subject knowledge exams replacing comparable AEPA (Arizona Educator Proficiency Assessments) exams. ALL NES exams are delivered via CBT (Computer-based testing).
- All remaining AEPA exams, not being replaced by a comparable NES exam, are transitioning to Computer Based Test by September 2013.
- Arizona adopted the NES elementary and secondary professional knowledge exams replacing the comparable AEPA exams.
- The principal AEPA is in the process of revision. It will remain paper-based for the May and July 2013 testing dates and will transition to Computer Based Test in the Sept. 2013 along with the language exams.
- Both the NES and AEPA exams are developed and administered by Pearson and aligned to the Common Core, InTASC and ISLLC Standards.
- Previously passed AEPA exams remain valid.
- It is important to always keep a copy of the passing score report in the teachers' files.





BENEFITS TO EXAMINEES



Exam Fees: Exams that have transitioned to NES cost \$95 compared to the former fee of \$115 for comparable paper based exams

Accessibility: Computer-based testing centers allow examinees year-round testing at 14 centers in Arizona (more forthcoming), 7 centers in bordering states, over 200 centers nationwide, and selected sites worldwide

Availability: Testing centers are open 5 to 6 days per week (depending on the site)

Preliminary Results: Candidates will know immediately whether or not they passed exams without a constructed (written) response component. All NES tests require a passing score of 220. Official results are available within 2-6 weeks.

Practice Materials (fee based):

Full-length Online Practice Exams include: comprehensive feedback on performance, interactive diagnostic reporting, and sample test questions with explanations

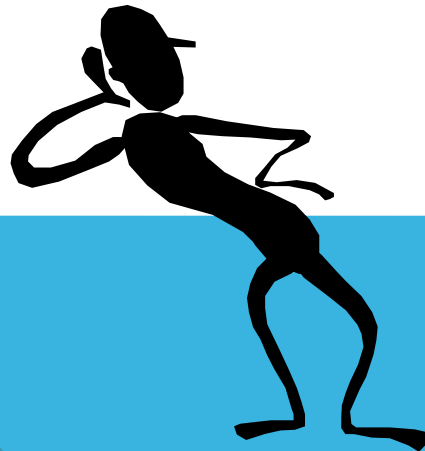
Comprehensive Study Guides include: a diagnostic test pinpointing areas to focus your study, sample test questions with explanations for each correct answer, in-depth coverage of each test competency, review questions at the end of each chapter, and a guide to additional resources.

<http://www.azed.gov/highly-qualified-professionals/aepa-to-nes-transition/>



QUESTIONS AND ANSWERS

This is your opportunity to ask questions and provide scenarios/experiences from your past experience with highly qualified/Title II.



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